

**Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:  
Internal Complaint Activity  
VA-Wide**

Complaint Activity 29 CFR §1614.704 (a), (b), and (c)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	2021 Q2
Number of Complaints Filed	2288	2255	2488	2343	2489	1178
Number of Complainants	2182	2175	2392	2230	2373	1160
Repeat Filers	102	72	94	110	112	17

Complaints by Basis 29 CFR §1614.704 (d)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	2021 Q2
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	861	871	881	862	880	446
Color	129	117	131	106	109	58
Religion	81	88	96	72	66	27
Reprisal	969	954	1068	990	1085	529
Sex	680	736	714	620	623	292
Pregnancy Discrimination Act	0	0	0	17	15	4
National Origin	193	196	231	215	200	106
Equal Pay Act	22	28	17	22	19	11
Age	595	645	571	550	559	259
Disability	731	743	926	822	905	425
GINA	3	4	3	4	5	0
Non-EEO basis	0	0	0	0	0	0

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Complaints by Issue 29 CFR §1614.704 (e)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021 Q2</b>
<b>Appointment/Hire</b>	62	60	79	55	65	26
<b>Assignment of Duties</b>	187	208	214	311	275	125
<b>Awards</b>	15	17	6	16	5	10
<b>Conversion to Full-time</b>	1	1	1	1	0	1
<b>Disciplinary Action</b>						
<b>Demotion</b>	5	14	18	23	23	14
<b>Reprimand</b>	56	64	106	110	112	61
<b>Suspension</b>	91	109	121	99	88	38
<b>Removal</b>	43	62	83	111	73	32
<b>Warning</b>	175	175	124	175	173	57
<b>Duty Hours</b>	73	66	76	97	106	39
<b>Performance Evaluation/Appraisal</b>	224	196	301	229	290	123
<b>Examination/Test</b>	3	1	2	1	2	0
<b>Harassment</b>						
<b>Non-Sexual</b>	1292	1356	1449	1344	1584	732
<b>Sexual</b>	77	103	97	81	72	38
<b>Medical Examination</b>	4	4	4	12	12	3
<b>Pay (Including Overtime)</b>	134	152	138	128	161	74
<b>Promotion/Non-Selection</b>	380	366	347	333	344	166
<b>Reassignment</b>						
<b>Denied</b>	19	18	22	12	20	7
<b>Directed</b>	91	100	210	89	253	95
<b>Reasonable Accommodation Disability</b>	232	230	328	292	358	159
<b>Reinstatement</b>	3	1	0	1	2	0
<b>Religious Accommodation</b>	0	9	7	4	6	1
<b>Retirement</b>	39	30	41	104	43	19
<b>Sex-Stereotyping</b>	0	0	0	0	0	0
<b>Telework</b>	0	13	21	24	64	43
<b>Termination</b>	169	150	226	182	263	138
<b>Terms/Conditions of Employment</b>	32	36	54	36	38	12
<b>Time and Attendance</b>	257	264	302	344	408	189
<b>Training</b>	74	59	61	81	71	30
<b>Other*</b>	316	307	138	0	138	64

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Processing Time 29 CFR §1614.704(f)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
The average length of time it has taken an agency to complete, respectively, investigation and final action for: Complaints pending (for any length of time) during fiscal year	2016	2017	2018	2019	2020	2021 Q2
Average number of days in investigation stage	158.5	129.6	148.6	133.2	122.4	121.9
Average number of days in final action stage	721.3	614.3	650.3	732.2	778.5	133.5
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	216.2	222.8	191.6	190.8	196.2	201.7
Average number of days in final action stage	114	122	142	227	310	259
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	212.5	225	212.6	207.6	202.5	187.9
Average number of days in final action stage	6	5	6	9	13	8

Complaints Dismissed by Agency 29 CFR §1614.704 (g)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	2021 Q2
Total Complaints Dismissed by Agency	314	374	421	500	498	259
Average days pending prior to dismissal	57.7	49.54	50.84	46	41.59	48.61

Complaints Withdrawn by Complainants 29 CFR §1614.704 (h)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	2021 Q2
Total Complaints Withdrawn by Complainants	139	177	187	155	163	97

Total Final Actions Finding Discrimination 29 CFR §1614.704 (i)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2016		2017		2018		2019		2020		2021 Q2	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	32	100%	33	100%	30	100%	48	100%	69	100%	30	100%
Without Hearing	17	53%	16	48%	16	53%	25	64%	35	51%	14	47%
With Hearing	15	47%	17	52%	14	47%	23	59%	34	49%	16	53%

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Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(1)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
	2016		2017		2018		2019		2020		2021 Q2	
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
<b>Total Number Findings</b>	32	100%	33	100%	30	100%	48	100%	69	100%	30	100%
<b>Race</b>	3	9%	5	15%	9	30%	6	13%	15	22%	3	10%
<b>Color</b>	1	3%	0	0%	0	0%	0	0%	2	2%	0	0%
<b>Religion</b>	1	3%	1	3%	1	3%	3	6%	3	4%	0	0%
<b>Reprisal</b>	17	53%	14	42%	4	13%	15	31%	28	41%	13	43%
<b>Sex</b>	8	25%	5	15%	10	33%	10	21%	14	20%	8	27%
<b>Pregnancy Discrimination Act</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>National Origin</b>	0	0%	0	0%	1	3%	2	4%	3	4%	1	3%
<b>Equal Pay Act</b>	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%
<b>Age</b>	3	9%	2	6%	1	3%	1	2%	5	7%	1	3%
<b>Disability</b>	9	28%	12	36%	16	53%	21	44%	27	39%	11	37%
<b>GINA</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Non-EEO</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(2)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
	2016		2017		2018		2019		2020		2021 Q2	
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
<b>Findings Without Hearing</b>	17	100%	16	100%	16	100%	25	100%	35	100%	14	100%
<b>Race</b>	0	0%	0	0%	1	6%	4	16%	5	14%	1	7%
<b>Color</b>	0	0%	0	0%	0	0%	0	0%	2	6%	0	0%
<b>Religion</b>	0	0%	0	0%	1	6%	0	0%	2	6%	0	0%
<b>Reprisal</b>	6	35%	6	38%	3	19%	7	28%	14	40%	6	43%
<b>Sex</b>	6	35%	4	25%	2	13%	4	16%	7	20%	2	14%
<b>Pregnancy Discrimination Act</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>National Origin</b>	0	0%	0	0%	0	0%	2	8%	1	3%	1	7%
<b>Equal Pay Act</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Age</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Disability</b>	5	29%	7	44%	10	63%	12	48%	15	43%	8	57%
<b>GINA</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Non-EEO</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(3)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
	2016		2017		2018		2019		2020		2021 Q2	
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
<b>Findings After Hearing</b>	15	100%	17	100%	14	100%	23	100%	34	100%	16	100%
<b>Race</b>	3	20%	5	29%	8	57%	2	9%	10	29%	2	13%
<b>Color</b>	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Religion</b>	1	7%	1	6%	0	0%	3	13%	1	3%	0	0%
<b>Reprisal</b>	11	73%	7	41%	2	14%	8	35%	14	41%	7	44%
<b>Sex</b>	2	13%	1	6%	6	43%	6	26%	7	21%	6	38%
<b>Pregnancy Discrimination Act</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>National Origin</b>	0	0%	0	0%	1	7%	0	0%	2	6%	0	0%
<b>Equal Pay Act</b>	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%
<b>Age</b>	3	20%	2	12%	1	7%	1	4%	5	15%	1	6%
<b>Disability</b>	4	27%	4	24%	6	43%	9	39%	12	35%	3	19%
<b>GINA</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Non-EEO</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(1)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2016		2017		2018		2019		2020		2021 Q2	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	32	100%	33	100%	30	100%	48	100%	69	100%	30	100%
Appointment/Hire	2	6%	1	3%	0	0%	0	0%	1	1%	0	0%
Assignment of Duties	1	3%	2	6%	0	0%	1	2%	4	6%	1	3%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Suspension	1	3%	0	0%	0	0%	0	0%	3	4%	0	0%
Removal	0	0%	2	6%	0	0%	1	2%	2	3%	0	0%
Warning	0	0%	0	0%	0	0%	0	0%	5	7%	0	0%
Duty Hours	1	3%	1	3%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	1	3%	1	3%	0	0%	3	6%	5	7%	1	3%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	9	28%	4	12%	11	37%	12	25%	19	28%	8	27%
Sexual	7	22%	3	9%	1	3%	4	8%	6	9%	4	13%
Medical Examination	1	3%	0	0%	0	0%	0	0%	1	1%	0	0%
Pay (Including Overtime)	2	6%	0	0%	1	3%	2	4%	1	1%	2	7%
Promotion/Non-Selection	3	9%	5	38%	5	17%	4	8%	14	20%	6	20%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%
Directed	3	9%	3	9%	1	3%	4	8%	1	1%	1	3%
Reasonable Accommodation	5	16%	8	24%	9	30%	10	21%	10	14%	5	17%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	4	13%	5	15%	1	3%	1	2%	2	3%	2	7%
Terms/Conditions of Employment	4	13%	2	6%	0	0%	1	2%	0	0%	0	0%
Time and Attendance	1	3%	0	0%	1	3%	2	4%	1	1%	3	10%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	7	22%	3	9%	7	23%	13	27%	20	29%	6	20%

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Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(2)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2016		2017		2018		2019		2020		2021 Q2	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	17	100%	16	100%	16	100%	25	100%	35	100%	14	100%
Appointment/Hire	1	6%	1	6%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	2	13%	0	0%	1	4%	1	3%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%
Removal	0	0%	1	6%	0	0%	1	4%	2	6%	0	0%
Warning	0	0%	0	0%	0	0%	0	0%	2	6%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	2	6%	0	0%
Evaluation Appraisal	0	0%	1	6%	0	0%	3	12%	2	6%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	2	12%	1	6%	3	19%	5	20%	6	17%	1	7%
Sexual	5	29%	2	13%	1	6%	3	12%	6	17%	2	14%
Medical Examination	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%
Pay (Including Overtime)	1	6%	0	0%	1	6%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	1	6%	1	6%	1	4%	6	17%	5	36%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	2	12%	1	6%	0	0%	3	12%	0	0%	0	0%
Reasonable Accommodation	3	18%	6	38%	7	44%	8	32%	6	17%	3	21%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	1	6%	2	13%	0	0%	0	0%	2	6%	0	0%
Terms/Conditions of Employment	2	12%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	1	6%	1	4%	0	0%	2	14%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	7	41%	3	19%	5	31%	7	28%	10	29%	4	29%

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Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(3)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2016		2017		2018		2019		2020		2021 Q2	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	15	100%	17	100%	14	100%	23	100%	34	100%	16	100%
Appointment/Hire	1	7%	0	0%	0	0%	0	0%	1	3%	0	0%
Assignment of Duties	1	7%	0	0%	0	0%	0	0%	3	9%	1	6%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%
Suspension	1	7%	0	0%	0	0%	0	0%	2	6%	0	0%
Removal	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	0	0%	0	0%	0	0%	3	9%	0	0%
Duty Hours	1	7%	1	6%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	1	7%	1	6%	0	0%	0	0%	3	9%	1	6%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	7	47%	3	18%	8	57%	7	30%	13	38%	7	44%
Sexual	2	13%	1	6%	0	0%	1	4%	0	0%	2	13%
Medical Examination	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	1	7%	0	0%	0	0%	2	9%	1	3%	2	13%
Promotion/Non-Selection	3	20%	3	18%	4	29%	3	13%	8	24%	1	6%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%
Directed	1	7%	2	12%	1	7%	1	4%	1	3%	1	6%
Reasonable Accommodation	2	13%	2	12%	2	14%	2	9%	4	12%	2	13%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	3	20%	2	12%	1	7%	1	4%	0	0%	2	13%
Terms/Conditions of Employment	2	13%	2	12%	0	0%	1	4%	0	0%	0	0%
Time and Attendance	1	7%	0	0%	0	0%	1	4%	1	3%	1	6%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	2	14%	6	26%	10	29%	2	13%

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Pending Complaints Filed in Previous Fiscal Years by Status 29 CFR §1614.704 (l)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	2021 Q2
Total complaints from previous Fiscal Years	2703	3232	3804	3989	3907	353
Total Complainants	2338	2782	3273	3457	3395	327
Number complaints pending						
Investigation	11	3	6	19	11	0
ROI issued, pending Complainant's action	8	15	14	8	15	0
Hearing	2177	2672	2909	2844	2587	226
Final Action	174	129	382	627	650	11
Appeal with EEOC Office of Federal Operations	326	410	492	491	644	116

Complaint Investigations 29 CFR §1614.704 (m)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	2021 Q2
Pending Complaints Where Investigations Exceeds Required Time Frames	249	60	129	83	40	141